



— Montana Office of Public Instruction

Linda McCulloch
State Superintendent

November 1, 2005

Dear Friends,

Over the past year, the Statewide Mentor Taskforce researched best-practice methods for teacher mentoring, created a common language for Montana mentors and mentor programs, and developed a template to assist school districts in designing a teacher mentor program.

We can all remember the challenges we faced as beginning teachers. Teacher mentor programs offer great potential to promote retention of quality teachers and, ultimately, to enhance student performance. Through intentional teacher mentor programs we can recruit and retain quality educators for Montana students.

The Taskforce has produced this CD template as a model for mentoring teachers in Montana schools. The information contained within this CD provides districts with an array of best-practice options for developing effective teacher mentor programs. Because Montana has such a diversity, a one size fits all mentor model would not work. Therefore, the Taskforce identified a variety of program options to meet the range of needs for Montana schools and districts. This flexibility will also allow districts to begin with a basic program and expand when additional resources become available.

Your commitment to promoting excellence in our schools is always appreciated.

Warm regards,

A handwritten signature in cursive script that reads "Linda McCulloch".

Linda McCulloch
State Superintendent